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MEMORANDUM

TO: Representative Vaupel - Committee Members House Health Policy
FROM: Health Care Association of Michigan
DATE: October 2, 2017
SUBJECT: Senate Bill 286

Good morning. My name is Darrell Moore. I am the administrator at Hickory Ridge of Temperance. Hickory Ridge is part of Ciena Healthcare – a Michigan based provider operating 36 nursing facilities throughout the state. Ciena is a member of the Health Care Association of Michigan. Thank you for the opportunity to testify on Senate Bill 286 to allow reciprocity for Certified Nurse Aides in Michigan.

In May 2016, the Department of Licensing and Regulatory Affairs (LARA) suspended their policy of granting reciprocity for certified nurse aides (CNAs) and/or CNA candidates from other states. While this had been informal practice for several years, LARA determined that it was not rooted in state law and therefore could not remain a practice or policy of the State of Michigan. This decision has had a negative impact on most of our member facilities that operate near the state lines of Ohio, Indiana and Wisconsin, where often a large pool of the best candidates to fill facility vacancies are from out-of-state.

Senate Bill 286 will re-establish reciprocity for an applicant who has passed a training program in another state or an applicant's certification as a nurse aide in another state is in good standing. In both instances, the training program would have to be the equivalent to or exceed Michigan's approved training.

As you may be aware, health care providers, including nursing facilities are facing significant direct care worker shortages throughout the state.

In May of 2017, the department allowed facilities to temporarily hire nurse aides in anticipation of SB 286 becoming law. Since then we hired 12 nurse aides from Ohio. To date, we have spent \$92,875.00 in CNA bonuses alone to meet our staffing levels. Additionally, we have trained another 19 students in our CNA class and have retained 11 of them with 84.2 percent of the trained students coming from Ohio.

My situation is not isolated. There are many providers trying to fill numerous direct care positions. Allowing reciprocity will save considerable time and unnecessary expense while assuring direct care workers have been properly trained.

Thank you for your consideration. I'd be glad to answer any questions.

HCAM is a statewide trade association representing for and not-for-profit, county medical care and hospital-based nursing and rehabilitation facilities. Our profession consists of more than 400 facilities employing more than 40,000 dedicated workers throughout the state.